



# BLUE SPRUCE HORTICULTURE

## GARDEN APPRENTICESHIP 2026

Blue Spruce Horticulture is offering Apprenticeship opportunities for persons interested in the field of horticulture. On-the-job training will be provided under the guidance of mentorship. Apprentices will gain hands-on experience in garden maintenance, tool usage, and plant identification & care.

### ➤ ABOUT BLUE SPRUCE HORTICULTURE

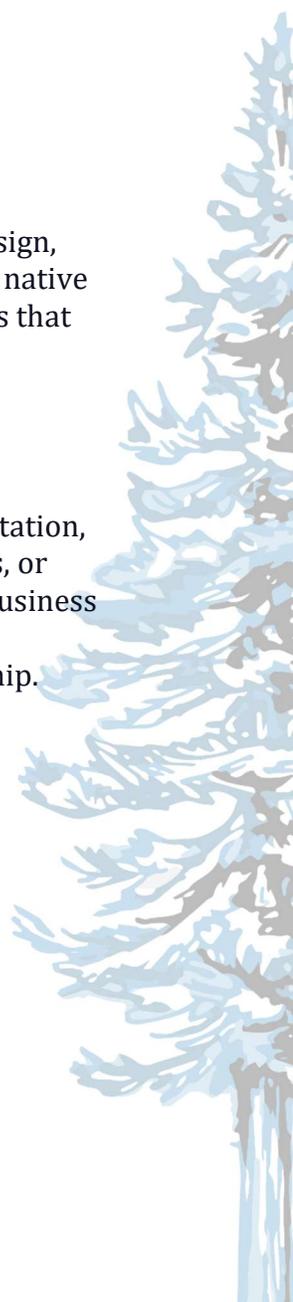
- Our company is committed to employing and encouraging the use of sustainable horticultural practices conducive to a biodiverse, functional, and aesthetically-pleasing landscape.
- Headquarters and client base are located primarily within Fort Collins, with occasional commercial projects reaching as far as Denver.

### ➤ SUSTAINABILITY

- Blue Spruce Horticulture aims to operate on the cutting edge of Landscape Design, Installation, and Maintenance - prioritizing 'waterwise', 'coloradoscapes', and native plantings. Apprentices will learn traditional gardening and ecological practices that foster habitat, pollinator health, and reduction in water use.

### ➤ INCLUSION & ACCESSIBILITY

- Blue Spruce Horticulture is dedicated to creating an inclusive environment regardless of gender, race, ethnicity, religion, national origin, age, sexual orientation, gender identity, citizenship status, education, disability, socio-economic status, or any other identity. We aim for all members of our company and those we do business with to feel valued and respected.
- We will provide necessary accommodations unless they present undue hardship.
- Physical requirements for job:
  - Ability to work in a variety of weather conditions and fluctuation of temperatures
  - Lift 50 lbs multiple times per day
  - Safely load/unload pick-up trucks with tools, materials & plant debris
  - Hold a variety of physical positions for extended periods
  - Repeatedly stand up and kneel down while working
  - Hand and wrist dexterity and strength





### ➤ **APPRENTICESHIP GOALS & EXPERIENCE**

- The Horticulture Apprenticeship will include a seasonally outlined, skill-based plan to help guide apprentices through an entire growing season and life cycle of the garden.
- Apprentice will be able to successfully:
  - Manage gardens using hand tools & sustainable techniques
  - Care for a wide variety of herbaceous and woody plants
  - Demonstrate plant identification skills
  - Identify common garden pests and diseases
  - Understand and repair general irrigation systems
  - Communicate successfully with team members and clients
  - Manage daily timelines and changing schedules
  - Apply knowledge to find meaningful work in a growing field

### ➤ **IDEAL APPRENTICE**

- Proactive communicator, reliable, positive attitude, team player
- Hard worker not afraid to get dirty and work long hours in the heat, cold, rain or wind
- Motivated persons interested in working with plants
- Persistence and Attention to detail
  - Plant ID skills: common weeds and popular landscaping plants
  - Possess “creative” or “design eye” for aesthetics
- Desire to learn is required
- While the apprenticeship is designed for people at beginning stages of career development within this field, the most competitive candidates will have 1-2 seasons of experience in outdoor work, farming, or related fields.

### ➤ **RELATED CAREER PATHS**

- Entrepreneurship, Private Gardener, Landscape Designer, Landscape Architect, Garden Designer, Botanist, Grower, Project Management, Restoration Ecologist

### ➤ **OPPORTUNITIES**

- Educational work environment with mentorship
- Networking events
- Paid field trips, volunteer days, and company meetings





**BLUE SPRUCE HORTICULTURE**  
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➤ **PROGRAM ASSESSMENT**

- Pre-Apprenticeship Skills Assessment to facilitate conversation and guide training processes
- On-the-Job Training Checklist to monitor growth throughout the season
- Regular meetings with mentor and management

➤ **COMPENSATION**

- Hourly pay is determined by experience, beginning wages \$18/hour
- Raises will be considered at the discretion of management, based on performance
- Course or Internship credit may be available

➤ **TERMINATION**

- Any party may terminate this agreement with two weeks written notice. The company reserves the right to terminate immediately for any misconduct. 

